Distributed Learning Update

22 March 2004

COL Marty Vozzo

Agenda

- **The Army Distributed Learning Program overview**

- **Distributed Learning Courseware**

- **Learning Management System**

- **Digital Training Facilities & Digital Deployed Training Campuses**

- **Classroom XXI & Lifelong Learning Centers**

- **The Army Training Information System (ATIS)**

- **DL strategic communications**

- **Summary**

The Army Distributed Learning Program

Army Distributed

Mission: "To improve readiness by the delivery of standardized individual, collective, and self-development training to soldiers and units any time and any place through the application of multiple means and technologies."
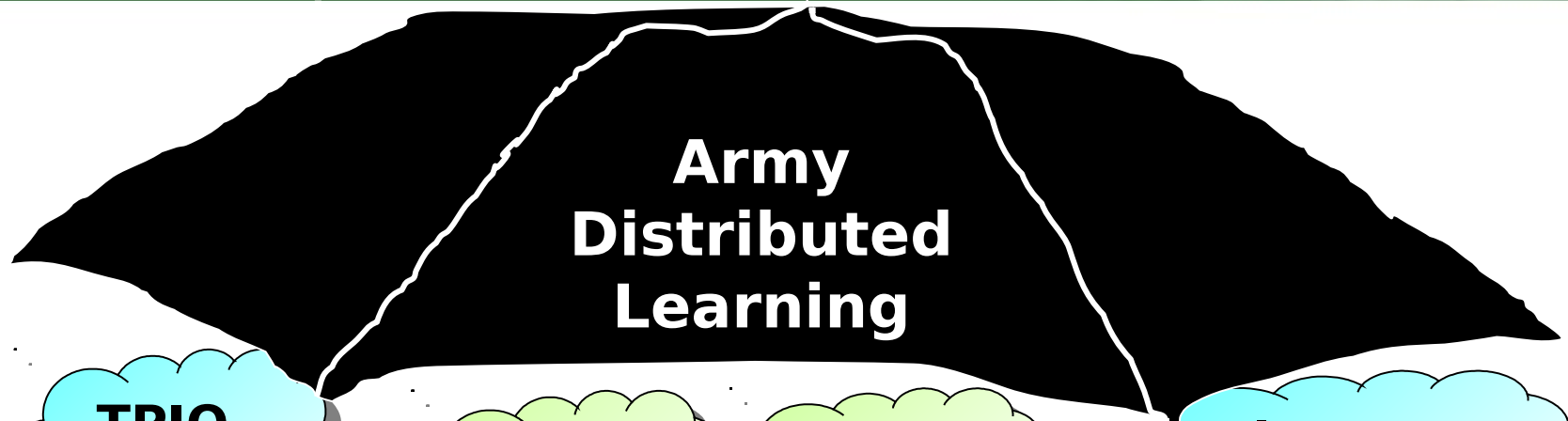
The Army TADLP Distance Learning Program

1996

Supports Army Transformation Efforts

The Army TADLP Distributed Learning Program

2010

The TADLP Umbrella

Army Distributed Learning

TPIO TADLP

PM DLS

ATSC

Classroom XXI

DL Courseware

Digital Training Facilitie

Digital Deployed Training Campus

Army Training Information System

ARNG DTTP

BCT/ OSUT

Battle Command Knowledge System

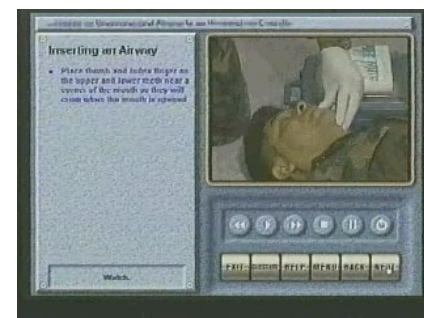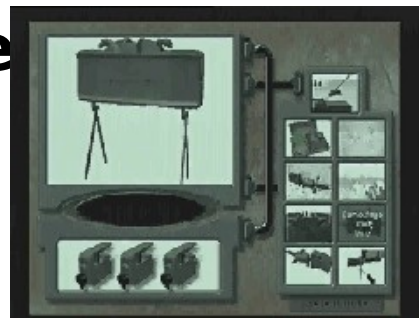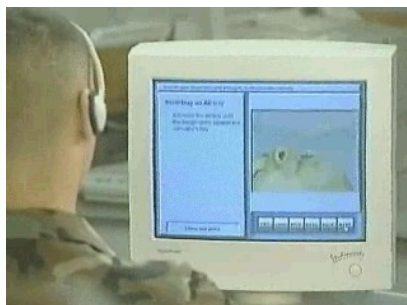Learning Management System

Lifelong Learning Center

Army eLearning

DL Courseware Status

- **230 TADLP courses funded FY98-04:**

  - **86 TADLP courses fielded**

- **DL CW redesign priorities for FY04:**

  - **Readiness**

  - **Officer Education System (OES)**

  - **Reclassification (DMOSQ) RC**

Prioritization Vision

- **The nomination and selection process facilitates MACOM coordination, understanding and stakeholder 'buy-in' of the FY prioritized CW list.**

- **Annual DL Workshop End-state: To finalize current FY CW priority list and review next FY CW priority list with full visibility and cooperation s.**

The Army Distributed Learning Program

Annual Milestones

MACOMs (NGB, AR, FORSCOM, MEDCOM, TRADOC, USASOC)
- Nominate new courses for DL redesign NLT 30 September
- Submit request for a course(s) to be reprioritized on approved DL Master Redesign Course List NLT 30 September

TRADOC-TPIO
- Compiled lists--forward to MACOMs and proponent schools for review NLT 15 January
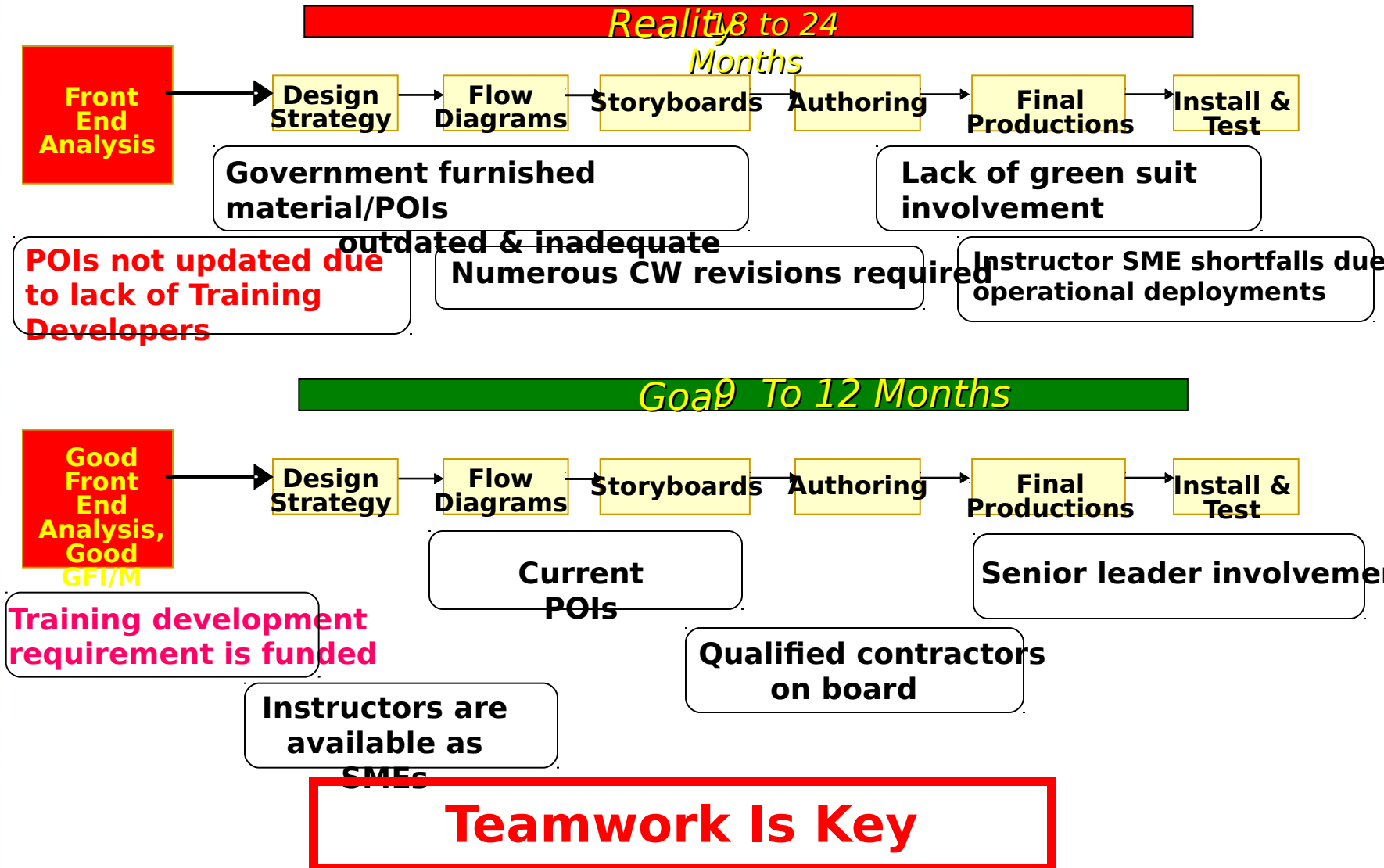
MACOMs and Proponent Schools
- Review and comment on courses NLT 15 February

TRADOC-TPIO
- Reconcile school input with CG TRADOC guidance NLT 1 March
- Host annual CW prioritization workshop NLT 15 March

Courseware Redesign Process

35 Hour Course Example:

Reality 18 to 24 Months

| Front End Analysis | → | Design Strategy | → | Flow Diagrams | Storyboards | Authoring | → | Final Productions | → | Install & Test |

Government furnished material/POIs outdated & inadequate

Lack of green suit involvement

POIs not updated due to lack of Training Developers

Numerous CW revisions required

Instructor SME shortfalls due operational deployments

Goal 9 To 12 Months

| Good Front End Analysis, Good GFI/M | → | Design Strategy | → | Flow Diagrams | Storyboards | Authoring | → | Final Productions | → | Install & Test |

Current POIs

Senior leader involvement

Training development requirement is funded

Qualified contractors on board

Instructors are available as SMEs

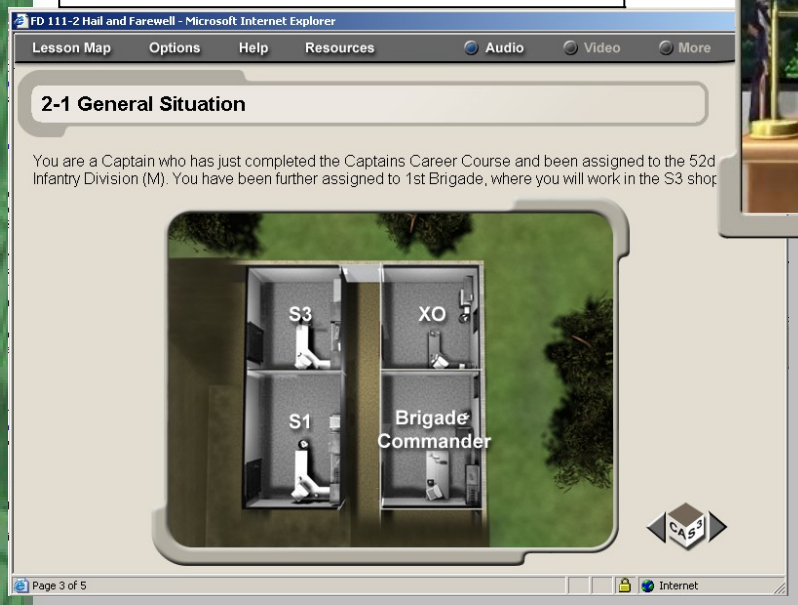## Teamwork Is Key

Courseware Testing Process

- **Proponent submits CW to ATSC CW Manager**
- **CW Manager completes test worksheet and forwards course to IMI Support Team (ITSD)**
- **IMI Support tests CW for compliance to technical standards**
  - **SCORM (Web Version)**
  - **DTF and LMS Playability (Web version)**
  - **Home PC (CD-ROM version)**
- **CW forwarded to PM DLS for DTF certification**
- **Army Training Information Systems Directorate (ATISD) fields CW on ILMS**

Combined Arms & Services Staff

CAS3 prepares CPTs for assignments as company commanders or battalion, brigade or division staff officers with instruction on problem solving, briefing techniques and effective writing

- 128 Academic hours including 2-week resident phase

- 2/3 Asynchronous; 1/3 synchronous using CENTRA

- Excellent usage of scope of interactivity using web-based multimedia

Interactive Screens

FD 111-2 Hail and Farewell - Microsoft Internet Explorer

Lesson Map   Options   Help   Resources   ● Audio   ○ Video   ○ More

2-1 General Situation

You are a Captain who has just completed the Captains Career Course and been assigned to the 52d Infantry Division (M). You have been further assigned to 1st Brigade, where you will work in the S3 shop

S3   XO
S1   Brigade Commander

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Role-based Video Directions & Information

FY	Enrolled	Graduated
01	90	65
02	89	67
03	98	53
Total	**277**	**185**

The Army Distributed Learning Program

Commander's Safety Course

The Commander's Safety Course is a CSA directed initiative and is mandatory training for all incoming commanders at the Company level and higher.

- **Course fielded August 02**

- **14,418 students have enrolled in the course as of March 04**

- **Cost $548K to develop**

- **100% Web Delivered (***can be delivered on CD ROM where necessary***)**

- **5 Modules; 12 Credit Hours**

- **Engaging Delivery**

- **Tough & Realistic Testing**

- **Take Away Tool & Job Aid**

- **Fully Linked to LMS**

Battle Staff NCO Course (BSNCOC)

- DL delivery of the BSNCOC began in FY
- Course is delivered in 2 phases
- Phase I is delivered via CD ROM
- Phase II is conducted either in residence at FT Bliss
  FT McCoy (RC) or DL via VTT at remote locations
  - BSNCOC has been successfully delivered to
    soldiers in CONUS
  - BSNCOC has been delivered to soldiers
    deployed to Bosnia, Kosovo, Korea & Germany
- Army Research Institute (ARI) study confirms
  Soldiers perform equal to resident course based on
  unit assessment of performance

Traditionally a 6 week 2 day resident course at FT Bliss

Cost $759K to develop ; cost avoidance of ~$2.9M a year

511 Soldiers Trained in FY 01

601 Soldiers Trained in FY 02

601 Soldiers Trained in FY 03

The Army Distributed Learning Program

First Sergeant Course (FSC)

- **Historically, the FSC was 5 weeks at FT Bliss**

- **Piloted in FY99**

- **Implemented in FY 01**

- **Prepares selected master Sergeants for duties as a unit First Sergeant**

263 Soldiers Trained in FY 01

242 Soldiers Trained in FY 02

279 Soldiers Trained in FY 03

950 *Soldiers Trained Total*

Cost $535K to develop ; cost avoidance of ~$600K a year

2 Phase Course:

Phase I: Delivered by CD ROM - paper product used as a backup. Self- study with WEB testing through ACCP (Internet delivery working).

Phase II: 15 Training Days - Resident Ft Bliss - USASMA

Four RC TASS Sites - PA, UT, SC, WI

DL - VTT - Resident

Germany, Alaska, Hawaii

Six CONUS classes in FY03 reaching eleven different installations

Armor Captain Career Course

- **Implemented in FY99**

- **1½ year time line for student to complete the course, including 2 week ADT**

- **Currently validated for the Army National Guard**

- **The AC3 (DL) consists of 2 phases:**

  - **Phase 1a is delivered via the Internet & is entirely asynchronous. This is the knowledge based *crawl* phase**

  - **Phase 1b is also delivered via the internet but is synchronous. Students collaborate in a virtual TOC environment. This is the *walk* phase and is integrated with Phase 1a**

  - **Phase II is conducted during a 2 week ADT. Exercises are conducted at FT Knox in simulators & local training areas**

1999 Excellence Award For DL Programs in The Government

225 Graduated

300 Enrolled

TRAINING AND DOCTRINE COMMAND

The Army Distributed Learning Program

DL MOSQ Course Example

13P MLRS Fire Direction Specialist

- **Course funded for redesign to DL in FY 98**

- **Traditionally conducted in residence at FT Sill or TASS locations**

169 Soldiers Graduated as of Aug 03

Course consists of:

- *176 Academic hours*

- *88 DL hours*

- *50% of course is delivered via DL*

Army LMS Overview

- The LMS delivers standardized individual training to Soldiers, providing a fully automated, seamless and web-accessible training and education network

- TPIO TADLP, PM DLS, ATSC and MANSCEN are preparing for a 'limited user test' (LUT) that Army Test and Evaluation Command (ATEC) will evaluate

- The purpose of the LUT is to ensure the LMS meets Army requirements for:

  - Effectiveness

  - Suitability

  - Survivability

- Successful LUT will result in fielding decision and implementation for the Army LMS

Key Army LMS Functions

- **Interfaces with other key Army systems for a 'system of systems' architecture (AKO, ATRRS, BCKS, etc.)**

- **Registration and enrollment of students**

- **Scheduling resources to course iterations for resident and DL courses**

- **Identify and reconcile scheduling conflicts**

- **Monitor automated testing and student progress**

- **Distribute, deliver, store and present education and training products**

- **Provide synchronous and asynchronous collaboration**

- **Maintain training and education records**

- **Collect and store feedback and evaluations**

- **Maintain a cataloged database of education and training products and resources**

Army LMS Testing Timeline

LMS Configuration Lockdown

23 Feb- 5 Mar	16-25 Mar	26 Mar- 6 Apr	7 Apr- 5 May	5-18 May	19-21 May	24-28 May	10 Jun- 1 Jul
Training	Rehearsal	Fixes	FUNOPS	Fixes	OTC Data Collection	ATEC Pilot Test	Limited User Test

How the Army LMS Will Affect You

- **As the LMS nears fielding (1QFY05) there are significant operational impacts that will affect all aspects of Army training, for example:**

  - **How classes are scheduled**

  - **How resources are catalogued and allocated to course iterations**

  - **How courseware is designed and loaded onto the LMS content server**

  - **How student progress is monitored, recorded and archived**

  - **How each proponent will transition from their unique LMS methodology to the common system**

Transitioning to the Army LMS

- **Preparations are being implemented to smooth the transition to the new LMS**

- **Here is what you can look forward to in preparation for the transition:**

  - **Policy memorandum**

  - **Concept of Operations document**

  - **Fielding plan**

  - **Training Standing Operating Procedures**

  - **Online training tutorials in vignette format**

  - **User manuals**

- **The transition will only be as good as the preparations each schoolhouse invests**

DTF Status

263 DTF fielded at CONUS and OCONUS locations

Six-year 'tech-refresh' begins this year for DTFs fielded in FY98

DTF Manager Workstation

Same as Student with: Omni Directional Microphone; Document Camera (ELMO); Customized Desk HP LaserJet; HP Color Ink Jet (Scan, Fax Copy, Print); 900 MHz Cordless Telephone

Video Tele-training (VTT) Equipment

2 ea 35" TVs and Cabinets; 30 Frames per second VTT; Student Camera; VCR; Speakers; Automatic Gate; Microphone Mixer; Pentium2-4, 233Mhz – 1.7Ghz CPU; Wireless Mouse; Infra-Red Keyboard; T1 Line (384 KBPS/2 way Audio-Video)

Classroom Modernization
- Acoustic Walls & Ceiling Tiles
- Parabolic Lighting
- Carpet
- Cable Management System
- Category 5 Cable
- 100 amp Electrical Panel
- IBM Netfinity Server
- CISCO Switch
- Netfortress Encryption Encapsulation Device, EED
- Uninterruptible Power Supply
- Cabinet

DTF Manager Workstation

12/16 Student Workstations

Push to Talk Microphones; MS Office 97 Pro; Modular Furniture; Adjustable Chairs; Win NT 4.0 / Win2000; Internet Explorer; Pentium 2-4, 233Mhz – 1.7Ghz CPU; 20Gb Hard Drive; 52 x CD-ROM

The Army Distributed Learning Program

Deployed Digital Training

<u>DDTC Deployments</u>: Germany; Bosnia; Kosovo; Hungary; Sinai

"Go anywhere"
- Low weight and compact
- Rapid setup & use in austere conditions
- Fully integrated & modular now

Portable in 1 HMMWV!

- Meets the immediate need for mobile, adaptable, high capacity secure wireless and satellite communications
- High bandwidth …Deliver any content, anywhere, any time
- Networked with reach back capability
- Plan, rehearse and execute
- Stryker BDE train-up for Iraq deployment
- In block 4 of PM DLS acquisition strategy

Satellite link connects remote sites with any VTT or VTC system globally. DDTC is virtually unlimited in connecting to any other communication technology systems.

DDTC Vision

- **Provides 'on demand / call forward' capability**
- **PM DLS scheduled to begin fielding systems in FY06**
- **Provide "embedded" individual, collective, collaborative, and simulations based training capability**
    - Force XXI Battle Command Battalion/Brigade and Below (FBCB2) Training
    - Squad Laser Marksmanship Training / Sniper Training System
    - Virtual sand-table
    - Two-way interactive VTT using voice over IP
    - Access to all DL based classrooms
- **Provide full spectrum connectivity (terrestrial, satellite, and wireless)**
- **Provide NSA approved secure communications capability**
- **Highly mobile (HMMWV), small footprint, one**

Classroom XXI

Classroom XXI modernizes TRADOC resident classrooms to transmit (push) and deliver DL anytime, anywhere from proponent schoolhouses

- 270 high-tech classrooms scheduled thru FY14
- One Digital Training Access Center (DTAC) per installation
- Current CRXXI classroom fielding status:
  - 52 classrooms fielded (FY98-02)
  - 16 classrooms in progress (FY03-04)
- CRXXI classroom is TRADOC school asset
- TRADOC is inserting Classroom XXI technology into 110 high tech classrooms in 5 new BCT/OSUT barracks complexes

Lifelong Learning Center (LLC) Initiative

- LLC is the digital hub of the Army's lifelong learning process where standardized proponent content is developed, stored and delivered to Soldiers (AC/RC) and DA civilians, using cost effective mix of new information technologies and education methods.

- Key enabler for:
  - Strategic Plan for Transforming DOD Training
  - CSA Leader Development & Education Focus Areas
  - CSA Army Training & Leader Development Plan (ATDLP) imperatives
  - AOT Initiative

- LLC is integrally linked to Future Combat System, Battle Command Knowledge System, The Army Distributed Learning Program, Army Training Information System, Reimer Digital Library, and the Joint Training System.
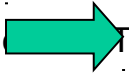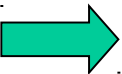
How Is LLC Different Than Other DL Initiatives

<u>LLC is an integration ENABLER, not a duplication of other DL-based initiatives</u>

- PM DLS develops/fields/sustains DTFs & LMS capabilities

- LLC integrates DTF & LMS capabilities as key component of the overarching Army DL Program

- CRXXI modernizes existing TRADOC classrooms with state-of-the-art technology capabilities

- LLC integrates CRXXI capabilities as key component of the overarching Army DL Program

- DL courseware funds courseware redesign/development/fielding

- LLC integrates DL courseware as a key component of the overarching Army DL Program, allowing proponents to maintain ownership of training content while making it accessible to the Army

"Common DL binding thread"

LLC Initiative Impact to Army

- Enhances AOT   Supp ⟶ T   Optimiz ⟶

- Readiness enabler, providing Soldiers education and training "anytime, anywhere"
  - Generates Army Trainees, Transients, Holdees, and Students (TTHS) cost avoidance
  - Reduces the need to return Soldiers to the TRADOC schoolhouse for resident instruction
  - Mitigates Training Development challenges
  - Soldiers in the foxhole can reach back to proponent to draw upon knowledge stored in the LLC
  - Supports Soldier and unit readiness with specialized training for current/next assignment

- Services whole Army, providing the opportunity and access for standardized training throughout the Army

-

Seamlessly integrated, interoperable training information management system with a common database & set of services supporting the requirements of the ATIA-Operational Architecture (OA) configurations

Integration of LMS & ATIA-M

ATIS is the Practical Implementation of the ATIA-Operational Architecture!!

- **TRADOC DCSOPS&T directed integration of LMS & ATIA-M functionality**

- **Integrated ORD establishes and formalizes ATIS**

- **ATIS ORD is forecast for Army Requirements Oversight Committee (AROC) approval in July 04**

ATIS will comprise a significant component of the Battle Command Knowledge System (BCKS)

Operational Concept of ATIS

Lifelong Learning Centers at each of the 32 TRADOC schools and 'system of systems' architecture allows for implementation of AOT and Lifelong Learning.
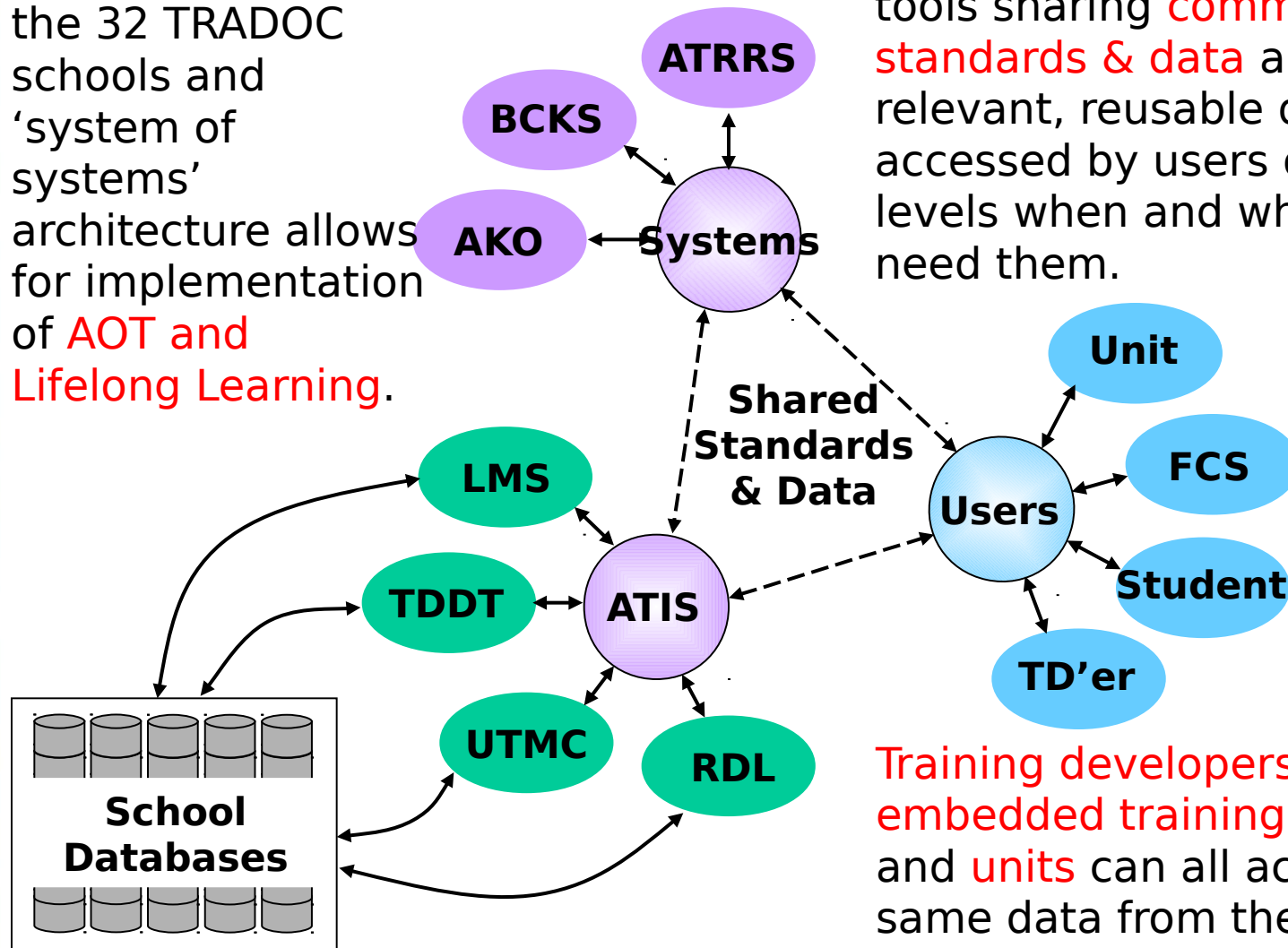
Systems, users & training tools sharing common standards & data allow relevant, reusable data to be accessed by users on all levels when and where they need them.

ATRRS

BCKS

AKO

Systems

Shared Standards & Data

Unit

FCS

Users

Student

TD'er

LMS

TDDT

ATIS

UTMC

RDL

School Databases

Training developers, students, embedded training systems and units can all access the same data from the same source.

ATIS Product Suite

The Foundation of Life-long Learning

Training & Doctrine Development Tool (TDDT)	Learning Management System (LMS)	Soldier Training Homepage (aka RDL)	Unit Training Management Configuration (UTMC)
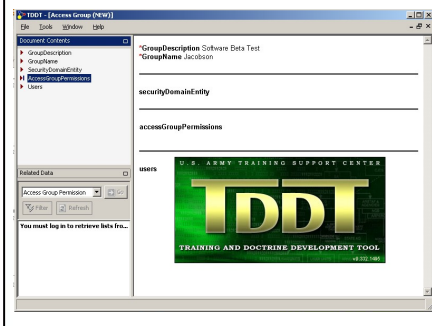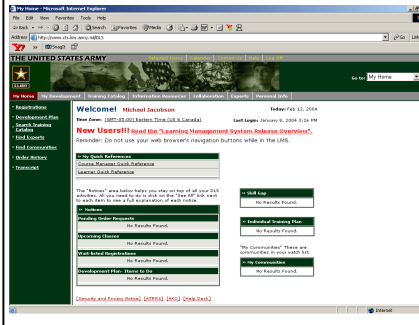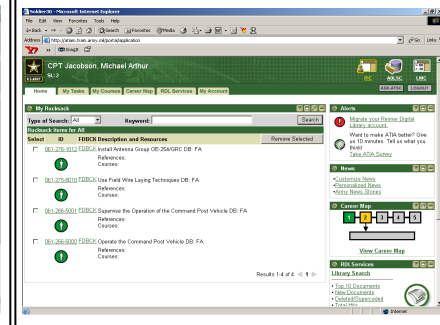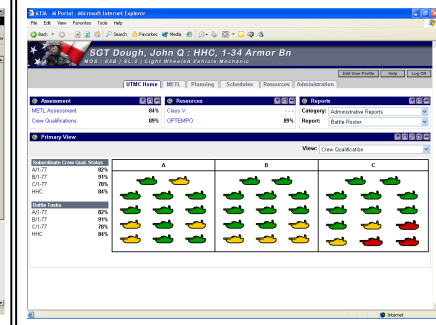
MTP
STP
TSP
Lesson Plan

DL Courseware
Training Mgmt.
Resident
Non-Resident

MTP
GTA
Career Map
FM

METL
Training Schedule
Admin

Common Core Services

Digital Library / Data Repository

TDDT

Training and Doctrine Development Tool (TDDT) provides the processes and actions required to develop and edit selected training and doctrine materials from inception and planning to the point where the material is complete and ready to deliver to soldiers and leaders in training, operational and self-development domains

Document Map

Document Type Menu (Pull-Down)

Document Component Selection Menu (Drag and Drop)

Document Production Window

LMS

<u>Learning Management System (LMS)</u> The LMS delivers standardized individual training to Soldiers, providing a fully automated, seamless and web-accessible training and education network

Tab Buttons for:

Enrolled Courses

Collaboration

Course Catalog

Subject Matter Experts

Dropdown Menu for LMS Roles:

Course Manager

Class Manager

Scheduler, etc.

Content & Process Display Area
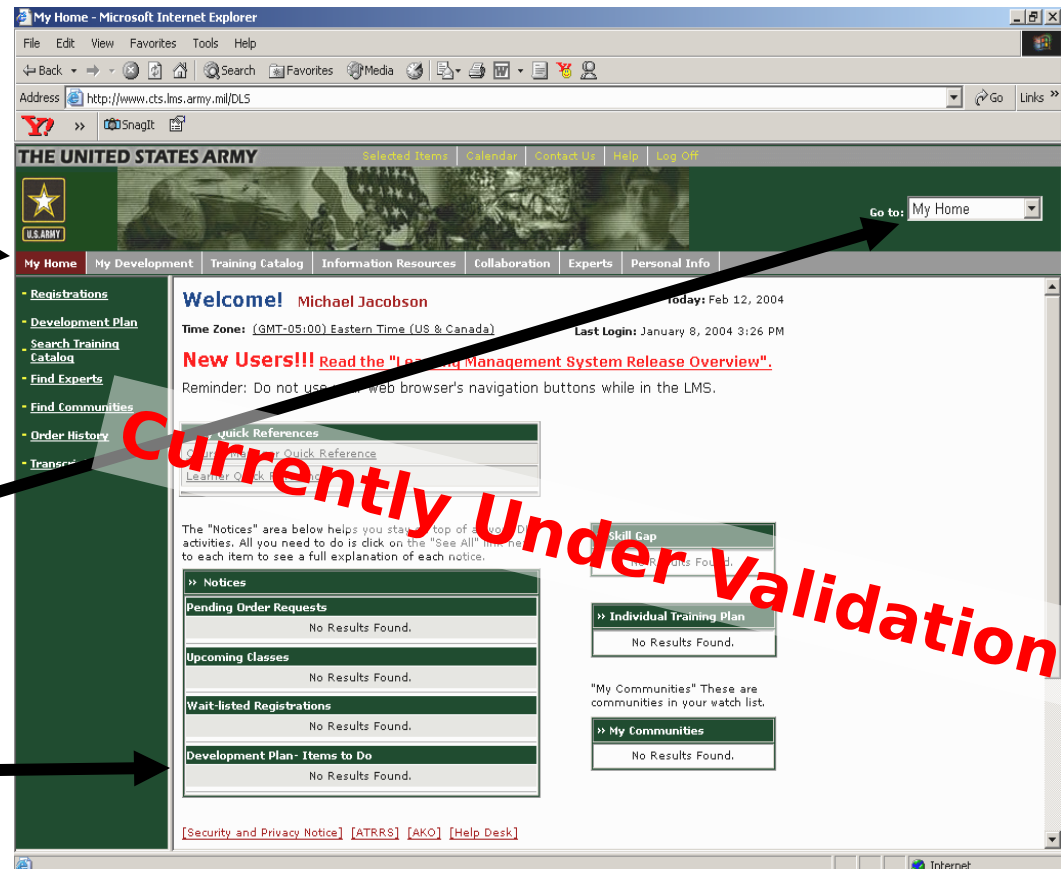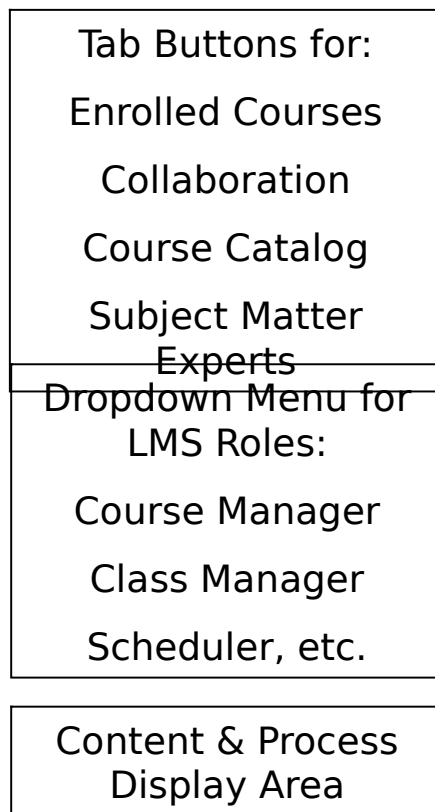
Currently Under Validation!

Soldier's Training Homepage

Soldier Training Homepage provides a portal for an individual to manage and review their training data , career map, promotion worksheet and individual & collective tasks. It provides access to FM, MTP, ARTEP, TSP, GTA, etc. through the Reimer Digital Library (RDL) tab button.

Tabbed Feature Selector: Tasks, Courses, Career Map, RDL

"Rucksack" containing MOS and Grade specific tasks

Other functions including an "Alerts" box, Career Map Link, and Search

UTMC

Unit Training Management Configuration (UTMC) provides the functionality to analyze, manage, plan, conduct, evaluate, and provide feedback on unit training.

Tabbed Feature Selector: METL, Planning, Schedules, Resources, Admin

Status boxes

Crew Quality Summary

Reports

Marketing Action Plan

Planned effort:

- Provide information to decision makers (hi-level face to face)

- Increase direct mailings of DPK's

- E mail bulletins / newsletter

- Ensure unity of DL marketing efforts

- Conference participation

- 2 person "fielding info team"

  - Uniformed Soldiers

  - CONUS, OCONUS

  - O5 level

  - Direct DPK distribution
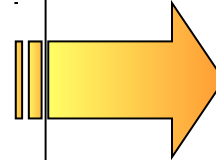
Effects on Target:

- Affected leaders and focused support

- Informed DL student base

- Active preparation for new LMS

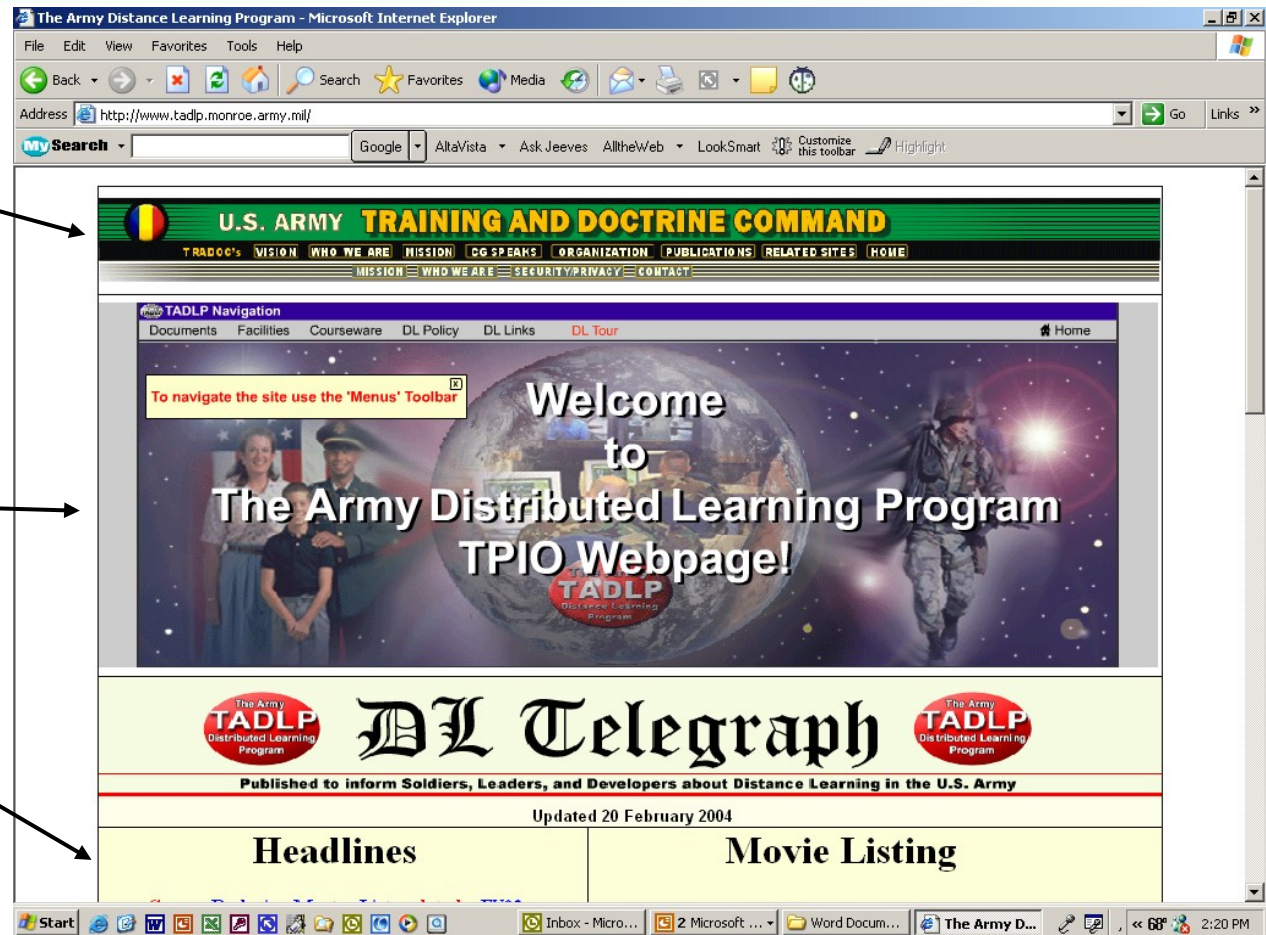- Groundswell of demand created for DL CW and ATIS

TADLP Website

TRADOC homepage links

TADLP Interactive menu, policy information and overview

TADLP news, presentations, papers, movie clips and more!

The TADLP Homepage (http://www.tadlp.monroe.army.mil/) is the comprehensive source for TADLP information and links. It contains a "tour" of the program, all of the latest DL policies, access to important documents, briefings, the new TADLP registration and login website, the prioritized DL course list, the locations of Digital Training Facilities, and much more.

TADLP Bulletin

- The TADLP provides the latest information and news on DL policies, lessons-learned, business practices and successes

- The publication provides comments on current TPIO priorities

To subscribe to the TADLP Bulletin send and email with "Subscribe to TADLP Bulletin" to:
tadlpmktg@monroe.army.mil

To access archives of past TADLP Bulletins visit: http://www.tadlp.monroe.army.mil/bulletin_archives.htm

Digital Passkey

- The TADLP DPK was developed and produced by TRADOC's Training Development and Delivery Directorate

- The DPK has information and resources about The Army Distributed Learning Program, as well as links to a wide array of training and educational resources. It also information on access to the latest DL courseware and technology
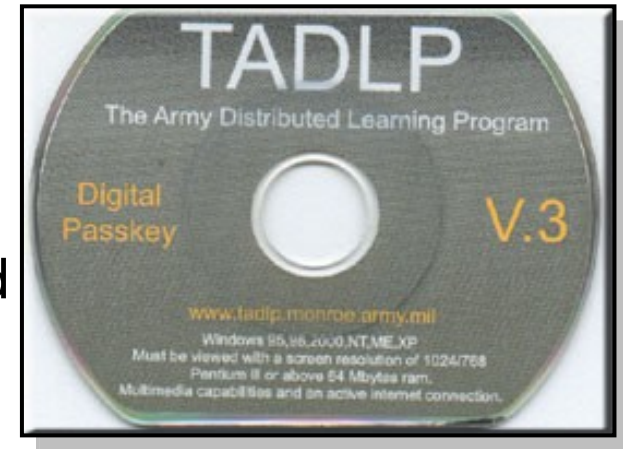
DPK features:

- **Numerous DL related links**

- **Worldwide listing and contacts for DTFs**

- **Interactive wallpaper with DL content**

- **Links to PERSCOM, Army news, training, and other opportunities**

- **Links to DL programs of the Air Force, Navy and Marines**

- **TADLP promotional video**

Access to Army Training Anytime, Anywhere

TADLP Benefits

Leveraging Information Age Technologies for Training:

- Improved readiness

- Continuous training environment throughout career

- ATIS provides the foundation for life long learning

- Integration with BCKS facilitates development and distribution of critical training

- DDTC and DTF fielding provides training anytime, anywhere; reduces time soldiers are away from unit/home

- Training efficiencies leveraged through multimedia and immersive training products

- Significant training cost avoidances

- Standardized RC and AC training

- Manual's, collective / individual tasks and reference materials on demand

- Accessibility to online higher education courses

- Quicker & wider dissemination of updated training materials

- More realistic simulations with many more real life players